



**CITY OF SCOTTSDALE
HUMAN RELATIONS COMMISSION
REGULAR MEETING**

DRAFT MINUTES

Monday, December 9, 2019

**Scottsdale Community Design Studio
7506 E Indian School Road
Scottsdale, Arizona 85251**

PRESENT: Janice Shimokubo, Chair
Emily Hinchman, Vice Chair (telephonic)
James Eaneman, Commissioner
Hannellie Mendoza, Commissioner (arrived at 5:09 p.m.)
Stuart Rhoden, Commissioner (arrived at 5:02 p.m.)
Conay Huizar, Commissioner

ABSENT: Marty Day, Commissioner

STAFF: Sharon Cini

Call to Order/Roll Call

Chair Shimokubo called the meeting to order at 5:00 p.m.

Public Comment

1. Approval of minutes from the November 4, 2019 meeting

COMMISSIONER EANEMAN MOVED TO APPROVE THE NOVEMBER 4, 2019 HUMAN RELATIONS COMMISSION MEETING MINUTES. COMMISSIONER HUIZAR SECONDED THE MOTION, WHICH CARRIED FOUR (4) TO ZERO (0). CHAIR SHIMOKUBO, VICE-CHAIR HINCHMAN, COMMISSIONERS EANEMAN, AND HUIZAR VOTED IN THE AFFIRMATIVE. THERE WERE NO DISSENTING VOTES. COMMISSIONERS MENDOZA AND RHODEN NOT PRESENT.

2. Presentation and discussion regarding the City of Scottsdale Office of Diversity and Inclusion (ODI) overview

Sharon Cini gave a presentation, outlining her roles and responsibilities as Office of Diversity program manager and staff liaison. The Office of Diversity and inclusion is headed by the City Manager's Office, under the Office of Communications and Citizens Service. ODI focuses on helping the City of Scottsdale become a more diverse workforce, skilled at working inclusively and respectfully and committed to serving the city's diverse needs. The Office of Diversity has been in place for more than 18 years and has a solid foundation. The framework goals for the department include expanding diversity and inclusion in the workplace and training staff to work inclusively and respectfully. Many staff are interested in working with the Diversity Advisory Committee and participate in community events. FY 2019/20 Performance goals focus on internal organizational diversity; citizens and partnership goals including community engagement; and inclusionary practices. Ms. Cini noted that the department will align with the Scottsdale for All project.

Ms. Cini said that her additional responsibilities include managing the department budget, grant writing, managing projects, and scholarships.

3. Discussion and updates regarding recent diversity and inclusion related activities and incidents impacting the city of Scottsdale

- Invocation update - Court trial set for January 22-23, 2020

Ms. Cini reported that the court date for the Invocation controversy is set for January 22nd and 23rd, 2020.

- Scottsdale Discriminates - Echo magazine feature story (Alliance Defending Freedom) pg. 44 December 2019 issue

Ms. Cini noted that a copy of the December 2019 Echo magazine feature story is included in the Commissioner packets.

- Recent community outreach and other future endeavors (Discover India, AZ Asian Festival, Scottsdazzle)

Ms. Cini thanked Chair Shimokubo and Commissioner Mendoza for participating in the Arizona Asian Festival. She said that she had successful outreach at Discover India Festival and Asian Festival. Materials were distributed to city booths for the Scottsdazzle event.

- Recent news relating to arrest (graffiti at McCormick Ranch)

Ms. Cini said that a copy of the arrest report for the graffiti crime in McCormick Ranch is included in the Commissioner packets.

- Native American Heritage Month city employee event - Community Diversity Partners collaboration and DAC

Ms. Cini said that approximately 125 employees attended the Native American Heritage Month event. The element that was most outstanding to attendees was the spiritual dance performed by the Apache Ga'an Dancers.

- Diversity Leadership Alliance - Diversity Leader awardee, Nadia Mustafa

Ms. Cini announced that Nadia Mustafa received the Diversity Leader award for her work on the Scottsdale For All Campaign.

- Upcoming ideas for Peace and Community Day; Regional Unity Festival & Walk

Ms. Cini said that tickets are still available for the January 16, 2020 Martin Luther King Dinner. She asked Commissioners to let her know if they are interested as soon as possible.

Peace and Community Day is part of the January 19, 2020 Sunday A'Fair concert series, hosted by the Center for Performing Arts. Peace and Community Day is an event that was originally started by the Human Relations Commission. The Center for Performing Arts is working to incorporate an art project that would honor Martin Luther King Jr. Ms. Cini said that any ideas for interactive activities would be welcome.

Regional Unity Walk is Saturday, January 25, 2020. Commissioners are strongly encouraged to participate and bring family members.

- Human Relations Commission annual report 2019

Ms. Cini reviewed the 2019 annual report. The report will be agendaized for action during the January meeting.

4. Presentation, discussion and recommendations on 2019 Human Relations Commission strategic plan

- Golden Rule event and Scottsdale For All

Vice-Chair Hinchman gave an overview of the progress made on planning the April 11, 2020 Golden Rule event. The event will begin with a one-mile walk; BeKind will provide entertainment throughout the day; Mayor Lane will give a proclamation; it is hoped that a high profile keynote speaker will be retained; Arizona Interfaith Choir will perform; and the day will close with Doc Jones' jazz band. Food trucks will be available throughout the event.

Discussion ensued regarding limiting booth vendors to organizations providing educational information, non-profit organizations, and city departments. Vice-Chair Hinchman and Commissioner Mendoza will work with Ms. Cini to develop a set of guidelines for booth occupants.

Ms. Cini reviewed the Golden Rule event budget. She estimated that if a big name speaker is secured the total budget will be approximately \$32,500. If a big name is not secured, the total budget will be approximately \$7,500.

Chair Shimokubo gave a brief overview of the history of Scottsdale for All. Discussion ensued regarding continuing enhancements and expansion of the program, which is now the umbrella for the Office of Diversity and Commission activities.

Ms. Cini said that she met with a City public affairs specialist to discuss the next steps in brand evolution and enhancing the Scottsdale for All message. She hopes that with the help of Commissioner Huizar the presence on Facebook and Instagram can be increased. Work will also begin on shortening the video stories to 30 seconds.

Ms. Cini noted that Kelly Corsette suggested the idea of celebrating Scottsdale's unique people and their stories. The question that suggestion brings is whether or not everyone would be considered "people" or whether the "diversity" should be highlighted. Commissioner Rhoden suggested that a system be put in place for people to upload their own videos.

Commissioners offered suggestions on the layout of the new marketing materials.

5. Summary of November 4th, 2019 strategic planning session and follow-up discussion

Chair Shimokubo reviewed the results of the November 4, 2019 strategic planning session. Commissioners discussed the organizational options for various community projects and whether they will fall under the heading of Scottsdale for All or the Human Relations Commission and how social media and marketing will operate within the framework.

Ms. Cini noted that communicating internally with city departments and staff falls within her job duties.

Discussion ensued about what approach would be most efficient in communicating with Community Diversity Partners; encouraging citizens to submit stories; and coordinating with other city departments on community issues. The next step for the Commission will be developing detailed project plans.

Ms. Cini committed to organizing plans of action in advance of the February meeting.

6. Identification of Future Agenda Items

- Election of Chair and Vice Chair
- Human Relations Commission annual report

Ms. Cini asked that Commissioners forward their nominations for chair and vice chair by the end of this week, December 13th.

Next meeting scheduled for January 13, 2020

Adjournment

COMMISSIONER RHODEN MOVED TO ADJOURN THE MEETING. COMMISSIONER EANEMAN SECONDED THE MOTION, WHICH CARRIED SIX (6) TO ZERO (0). CHAIR SHIMOKUBO, VICE-CHAIR HINCHMAN, COMMISSIONERS EANEMAN, MENDOZA, RHODEN, AND HUIZAR VOTED IN THE AFFIRMATIVE.

With no further business to discuss, being duly moved and seconded, the meeting adjourned at 6:40 p.m.

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